

A TRIBUTE TO RICHARD P. DEMKO

Richard P. Demko, who died on September 29 at the age of 60, will be remembered at BART for his dedication to high standards of performance in the areas of maintenance, engineering and technical support.

Demko, who had held the position of Executive Manager, Maintenance and Engineering, since 1979, joined BART in 1976 to supervise the District's rolling stock and shops.

His first priority was to increase the number of A and B cars available for revenue service each day. He reorganized BART's maintenance procedures and schedules, insisting that engineering modifications be held to an absolute minimum so that cars could be returned to service safely, but as soon as possible.

Elmer Bailey, Department Manager, Communications and Component Repair, worked with Demko from the first day that Demko arrived at BART. "We were having problems meeting our daily car count," Bailey recalls, "and we had trouble with our preventive maintenance, but one of Dick's strong points was to put preventive maintenance at a primary level and get the proper recognition for it."

"He established a real foundation for maintenance and single-handedly took the program and made it a success."

Kris Hari, Group Manager, Electronic/Communications, who was picked by Demko to oversee the development of the C-Car, worked with Demko for nine years and remembers "his firm direction in terms of what he wanted done."

Demko demanded that people produce their best and he emphasized budgeting and scheduling, according to Hari. "He was really mentally sharp and he knew how to delegate," Hari notes.

George Mackin, Department Manager,

IN MEMORIAM



1928 - 1988

Richard P. Demko, Executive Manager, Maintenance & Engineering, worked at BART for the past 12 years and was second in command, serving as general manager during Keith Bernard's absence.

This issue of BARTalk is dedicated in memory of him.

Sy Mouber, Editor

Maintenance Support, was Demko's original staff assistant. "I was holding the door open for him on his first day at work," Mackin remembers.

"Dick put maintenance on the map," Mackin says. "He established a real foundation for maintenance and single handedly took the program and made it a success. Less than a year after he was on the job we had excess cars every day," Mackin recalls.

See **Tribute** — Page 2

A SPECIAL THANK-YOU

Dick Demko's wife, Vallory, and children, Dina and Tracy, wish to convey their sincere appreciation to all the BART employees who expressed their sympathy and support through cards, letters and prayers.

"My mother, brother and I were very touched by all the beautiful cards and letters we received from my father's friends and co-workers at BART. It was so thoughtful of them and we extend our heartfelt thanks to everyone who took the time to show they cared," said Dina. "My father is at rest in St. Helena, a place he loved and where he had planned to spend his retirement."

A Message From The General Manager

Congratulations are due to the men and women who worked so hard to negotiate new three-year contracts between BART and its two major unions, Amalgamated Transit Workers (ATU) Division 1555, and United Public Employees (UPE) Local 790.

I personally want to commend the principal negotiators who saw more of each other than ever before. For ATU it was Hank White and Willie Kirk, the Division's President and Vice-President, and Jim Hayes, ATU International Vice President.

Representing UPE were Milt Waalkens and Sue Angeli, President and Vice President of Local 790, and Larry Gerber, the Local's business agent.

See **Message** — Page 4



Vince Mahon, Department Manager, Power and Way Maintenance, says that Demko understood maintenance "very well," with an excellent "foresight in pinpointing maintenance problems. He really had an excellent feel for it."

Mahon notes that Demko was directly involved in BART's current expansion program. "I know he would have liked to see these new lines get in service," he says.

Matt McDole, Group Manager, Design and Construction, believes that Demko will be remembered for "shaping up" BART's fleet of A and B cars and for selecting and directing the team that developed the C-Car. "He was responsible for increasing the daily availability of revenue cars to a standard that leads the transit industry," McDole says.

Bob Mix, Project Manager, Daly City Project, feels that "improving the reliability of our vehicle transit fleet" was Demko's single most important contribution to BART. "He restricted all modifications on the A and B cars to those of most reliability in terms of running trains on time — the biggest bang for the buck," Mix says.

"Another big contribution was to insist on limiting the number of new systems on the C-Car," Mix says. "In other words, if it works, don't change it!"



A farewell handshake to former Hayward Shops Superintendent Manny Aquilina, upon his retirement in 1985.

BEFORE THE BOARD OF DIRECTORS OF THE
SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT

Resolution No. 2939

RESOLUTION COMMENDING
BART MAINTENANCE FORCE FOR MERITORIOUS SERVICE

WHEREAS, the Superintendent and all Rolling Stock, Stores, Computer Repair, Quality Assurance, Maintenance, and Vehicle Engineering Personnel continue to perform laudatory service for the San Francisco Bay Area Rapid Transit District; and

WHEREAS, such continued duty has, in February 1982, resulted in 406 vehicles available for transit service; and

WHEREAS, the car count of 406 represents a record on record for the District;

Now, THEREFORE, BE IT RESOLVED that the Board of Directors of the San Francisco Bay Area Rapid Transit District hereby take public recognition of the outstanding contribution to the District by the maintenance personnel of the District; and

BE IT FURTHER RESOLVED that a publicly engraved copy of this Resolution be presented at each work location as a token of the respect and esteem those employees are held by the members of the Board of Directors.

Adopted by the Board of Directors
of the San Francisco Bay Area
Rapid Transit District
February 19, 1982

ATTEST:

Philip D. Demko
Chairman of the Board
President



In 1982 the BART Board issued a resolution commending BART's Maintenance Division for achieving a record car count of 406.



"His door was always open and he'd listen, but you had to have your act together."

Fred Stephens, Department Manager, Rolling Stock Maintenance, says the key to Demko's contribution was his ability "to instill a no-nonsense focus on vehicle maintenance. He was not about to be deterred from that focus and he

was able to lead people to get them to believe in the same philosophy."

Stephens, who joined BART a few months before Demko did, says there

See *Tribute* —Page 5



Robert Rossington (second from right), a maintenance employee, received the Special Transportation Employee Award by the Metropolitan Transportation Commission (MTC) in 1983. KCBS news reporter Chris Brecher (left) presented the award, along with State Senator Quentin Kopp, then chairman of the MTC.

UNITED WAY- BLACK UNITED FUND CAMPAIGN NOW ON

For the second consecutive year, BART is supporting the United Way and Bay Area Black United Fund in their annual fund raising drives.

Forty donor representatives from throughout the District have distributed contribution pledge cards, and employees are asked to return the pledge card by Friday, Nov. 11. You are asked to make either a one-time contribution or have a continuous contribution made through payroll deduction.

Endorsed by UPE 790, ATU 1555, BARTSPA, BPOA and BPMA, the campaign is the single largest fund raising event at BART. In past years BART employees have been quite generous, making contributions that have amounted to over \$73,000. Contributions may be pledged directly to the United Way or Bay Area Black United Fund, or they may be designated to any certified non-profit health or human services agency.

If you have not received your pledge card, or if you have any questions about who, what, where, why, when or how you should contribute, please ask the donor rep serving your department or division. If you don't know who your donor rep is, call one of the three campaign coordinators: Gus De La Torre, Affirmative Action, ext. 6106; Gary Wright, ext. 7222; or Chuck Brown, ext. 6761. **b3**



Pictured from left to right are: (back row) Hank White, President, Amalgamated Transit Union, Division 1555; John L. Thomas, manager, Reliability Engineering, BARTSPA President; Chuck Brown, Transportation Supervisor, Field Services; Lt. Leo Tamislea, President, BART Police Managers Association; (front row, L-R) Mary Ann Beaufort, Sponsored Executive, University of California, Berkeley; Gary Wright, manager, Communications Maintenance; Milt Waalkens, President, United Public Employees, Local 790; and Sister Marie De Porres Taylor, Chairperson of the Board of the Bay Area Black United Fund. Not pictured is Gus De La Torre, lead coordinator of the drive.

Changing Use of Computers Prompts Info Sys Reorganization

Tom Sheehan's eyes light up when he talks about the future and the increasing use of personal computers at BART.

"It's an exciting new time. I look forward to it," says Sheehan, who heads BART's Information Systems Department.

A few years ago at BART, there was one main computer and only computer specialists working for Sheehan had access to it. If you wanted to get information into or out of the computer you went to Sheehan.

Now there are more than 100 personal computers in use at BART and Sheehan is bombarded with requests for more.

"We used to do everything on the main computer, but now our job is to assist others to use their own computer," Sheehan says. "We try to make them technically efficient," he says, "so that we're not forcing solutions but assisting them to find their own and make the best use of their equipment."

It's not a simple matter to get your own personal computer at BART, Sheehan explains. "We've got to take a District-wide management perspective and we are charged by management with demonstrating the value — in terms of increased production or real

dollar saving — in allocating a new computer," no notes.

Recently, following the retirement of 12-year BART veteran Tom Mulligan, Systems manager, Sheehan did some reshuffling of the department. He created a new position, Manager, Systems Development, and picked John Mahboub to fill the new post. Mahboub, who has been with BART for ten years, was formerly Data Base Administrator and participated in the End User Computing program.

Not too long ago, Chuck Vejdovsky rejoined BART as manager, Technical Support, after several years of working for private companies in Texas and California. **b3**

BART's negotiating team was led by Larry Williams and Don Bankston, Department Manager of Employee Relations and Manager of Labor Relations, respectively.

Commendations would not be complete without mentioning the very able state mediator, Mike West.

There were some very difficult decisions made during the course of the negotiations, especially in the last hours, at which point a reasonable compromise was struck. As you know, both contracts were quickly ratified by union members and BART's Board of Directors.

Agreement of the new contracts preceded by a few days the announcement by the California Transportation Commission (CTC) that it was giving a

firm commitment to a grant of \$79.9 million to fund part of the four planned BART rail extensions, to West Pittsburg from Concord, to Warm Springs from Fremont, to the Dublin/Pleasanton area from the Bayfair Station and from Daly City to a site near San Francisco International Airport.

The CTC's grant, which is part of its larger commitment of \$200 million for fixed guideway systems, is an expression of major support from the state for our planned first-phase extensions. The \$200 million fixed guideway commitment from CTC is calculated, factoring in inflation, to actually reach \$248 million over the next ten years.

See *Message* —Page 6



Brenda Blue, Affirmative Action Representative and coordinator of BART's Summer Youth Program is pictured with Malcolm Tatman, a participant sponsored by the City of Richmond.


Youths Finish Jobs Program

One hundred students from seven community organizations worked in various locations and divisions at BART this past summer.

BART has been involved with the Summer Youth Program since 1982, offering low income and minority students the opportunity to gain valuable on-the-job training and experience. The students' salaries are funded by sponsoring agencies. New to this year's program were participants from James Logan High School in Union City. The cities of Oakland and Richmond along with four other community agencies also sponsored participants.

Brenda Blue, Affirmative Action Representative and coordinator of BART's Summer Youth Program, praised all the BART employees involved with the program and said special thanks should go to Howard Harkness, FW II in Plant Facilities Maintenance, for coordinating the shifts of 49 students.

"The Summer Youth Program could not function without the support of supervisors like Mr. Harkness. These supervisors take great pride in contributing to the students' development by teaching them good work ethics and other skills," Blue said.

Blue also thanked BART Police for their participation in the program. "Sergeant Ladd and Sergeant O'Connor had nothing but good things to express when asked about the summer youth participating in the administrative, detective and patrol divisions. I'm sure the Chief was pleased," Blue said. 



WHOO'S IN THE STATION?

When Station Agent Tully Baker (right) arrived at work one day last month, she noticed a new addition perched atop the "No Smoking" sign at Hayward Station. Investigating further, she discovered the fowl-looking creature was an owl, a hollow owl, a hollow plastic owl, complete with plastic feathers painted in a somewhat garish array of red, white, blue and grey.

The bird was given to BART as a gift from Director Bob Allen. If the BART bird does what it is supposed to do, real live birds —of the pigeon variety— will be deterred from roosting on the sign inside the station concourse. The top of the sign has been lined with a bed of nails, an accommodation that doesn't sit very well (ouch!) with the messy little fellows.

were requests for modifications on the A and B cars that were "nice but not necessary. It was difficult to remain focused on our primary job, but Dick changed all that."

He also credits Demko with developing "really capable first-line supervision in the Vehicle shops." Richard Demko did not leave a legacy of neutral feelings at BART, as befits a forceful personality with heavy responsibilities and wide-ranging power.

"He was a very strong person and a very strong leader," Bailey says. "His door was always open and he'd listen, but you had to have your act together. If you thought something was important you could convince him," Bailey recalls.

"He was a tough manager, but fair," Mahon says, "and he'd always make sure you had the necessary resources to perform your maintenance activities. He'd back you all the way. And he was respected throughout the transit industry."

Mackin recalls that Demko could be "hard-nosed," but he was straightforward and understandable. "Nobody likes being chewed out," Mackin says, "but Dick knew what he was talking about."

"McDole agrees. "Sure he was a tough boss. He wasn't a neutral kind of guy. He was a powerful figure and he handled a broad range of projects. He was dedicated and he pushed hard for

his objectives. We disagreed sometimes, but we found a way to get by those and keep the projects going," he remembers.

"As a boss," Stephens recalls, "Demko was firm but fair. He was per-

sonally quite a pleasant guy. He had a work channel with you and a personal channel and he could switch back and forth, but he tried very hard to keep them separate."



Richard P. Demko was Acting General Manager at the time BART and the Navy entered into a lease agreement for land at the Concord Naval Weapons Station in Concord.



Reporters from various bay area news agencies showed up for a tour of the transbay tube in 1980.

Demko's secretary, Liz McCarrie, worked with him for nine years. "He was a tough taskmaster," recalls McCarrie, "But you always knew where you stood with him and he made decisions. There was no waffling."

McCarrie says Demko's bottom line was fairness. "He was a fair man and a sensitive one, too. He had that 'Sherman Tank' approach to management, but if you needed help, you could count on him," she recalls.

BART's General Manager, Keith Bernard, called Demko "a tower of strength for BART" and said that the District's high degree of reliability and on-time performance can be attributed to the maintenance programs initiated by Demko 12 years ago. **b3**

Make a Wish!

With the holidays just around the corner, we're busily planning our holiday issue.

This year we will feature a "Holiday Wishes From The Employees" section in BARTalk, so here's your chance to let your wishes be known.

Holiday wishes may be submitted by individuals or groups. Either way is okay — the only thing we require is your permission to print your photograph in BARTalk. You supply the grin, we'll supply the photographer.

Deadline for submitting wishes is Thursday, November 10.

Message —From Page 4

If we count in the full \$248 million, and add \$610 million from Alameda County, San Mateo County and BART, commitments for the extensions now total \$858 million, 53 percent of the estimated \$1.62 billion cost of those extensions.

An additional \$178 million is at stake on November 8 in Contra Costa County when voters will decide the fate of a one-half cent increase in the county's sales tax. If approved, the \$178 million generated by the increase would be made available for the extension to West Pittsburg.

Preliminary engineering is under way now for the Dublin extension and we are reviewing proposals to take on a general engineering consultant to commence engineering on the balance of the extensions.

As the dollars are gradually committed and the extensions move closer to reality, BART will move into a new era of operational expansion and extensions construction. This new mission will require new organizational focus and broad cooperation at all levels within BART. During the period of transition we should all focus on the positive side of BART's future and work diligently to solve the problems of the moment. **b2**



BARTalk

A publication for and about the employees of the
San Francisco Bay Area Rapid Transit District.
800 Madison St., Oakland, CA 94607
(415) 464-6000

Keith Bernard General Manager
Mike Healy Dept. Manager, Public Affairs
BARTalk Staff

Sy Moubert Managing Editor
Sandy Tibbets Asst. Managing Editor
Vicki Wills Circulation
Art Richardson Staff Artist

Special Note: Editors reserve the right to edit, revise, reduce or discard any materials submitted for publication. Any material appearing in this publication may be reproduced with appropriate credit.

BART's Good Hands Field Extra Fans

BART employees had their hands full before, during and after the Play-Offs and World Series this past month, but their outstanding efforts paid off.

Combined, the games generated over 110,000 additional trips on BART and many positive comments from riders.

During the Play-Offs, between 20,000 and 23,000 additional trips were recorded system-wide each day, but it was during the World Series when BART really scored: on each of those three days,

BART carried about 40,000 additional trips and set a new weekday patronage record on Tuesday, Oct. 18, when 240,242 persons rode the trains. The record edged out the one set on Sept. 19, 1985 when Bruce Springsteen appeared at the Coliseum.

On average, 34 percent of those who attended the World Series at the Coliseum rode BART, a record that will be hard to beat.

It's too bad the A's didn't go all the way, but we congratulate them on winning the Division and look forward to next year! **b2**



Charlie Anderson and Kurt Anderson of Plant Facilities were among the scores of employees who helped prepare BART for the thousands of extra riders who rode BART to the Play-Offs and World Series at the Coliseum.



BART police officers, station agents, AFC technicians and system service workers were out in force to handle the huge crowds at the Coliseum for the Play-Offs and World Series. From left to right are: (standing) Sgt. Wayne Scott; officers Robert Heiney, Don Young, A.J. Ward, Enid Eccleston, James Vestri, Alfredo Zamora, John Korges and Tom Weeks; (front row) Ed Pittson, System Service Worker; Dave Parks, AFC Technician; Steve Van Den Broeke, AFC Foreworker; station agents Tim Kraus, Ernie Dandan, Ray Hom, Len Jann and Vic Gerson; and Sharon Keeton, System Service Worker.